

ADDENDUM III: EXCERPTS FROM MEDIA REPORTS INVOLVING THE PROVINCES

APRIL 2014

City Press can reveal that plum posts, including those of principal and deputy principal, are routinely sold for upwards of R30 000 each in KwaZulu-Natal. **(Paddy Harper, Sipho Masondo.” how SADTU sells its posts”. *City Press* 27 April 2014.)**

In at least two cases in KwaZulu-Natal, sitting principals were violently forced out of their posts and threatened with death.

They were then replaced with candidates who they claim paid off union officials to take their jobs.

One principal, who was too afraid for his name to be published, said: “When this thing started in the late 1990s, they were demanding around R11 000 for a promotion post. Now it starts at R30 000.”

(Paddy Harper, Sipho Masondo.” how SADTU sells its posts”. *City Press* 27 April 2014.)

On Tuesday, Mfundu Sibiya (54) the KwaZulu-Natal education department’s Ugu (lower South Coast) district director, two principals and an ANC ward councillor were granted bail in the Umlazi Magistrates’ Court.

They were arrested for allegedly ordering the murder of Nyon’emhlophe Primary School principal Nkosinathi Zondi (46). **(Paddy Harper, Sipho Masondo.” how SADTU sells its posts”. *City Press* 27 April 2014.)**

A Durban principal, whose identity and school name is being withheld as he fears for his life, told *City Press* he was confronted at his school gate in 2010 by an armed man who told him he would be killed if he returned to work.

The principal, who retired last year, said he had been told by his fellow teachers his deputy “paid” for his job, which she wanted.). **(Paddy Harper, Sipho Masondo.” how SADTU sells its posts”. *City Press* 27 April 2014.)**

Also in 2012, members of the National Teachers’ Union (Natu) protested in Durban against SADTU provincial secretary Mbuyiseni Mathonsi’s alleged sale of a director position in the provincial education department for R100 000. **(Paddy Harper, Sipho Masondo.” how SADTU sells its posts”. *City Press* 27 April 2014.)**

How the scam works

Why it matters

- . A teacher who wants to land a promotion identifies the position they want.
- . Typically, this is a job that they know the incumbent will soon be leaving, either because they are retiring or because they are resigning from the department.
- . That teacher then approaches a local SADTU official who they know to be involved in selling positions for cash, and hands over a minimum of R30 000.
- . The SADTU official then meets with members of the school governing body and department officials to rig the process.
- . If the post is filled, the school governing body is used to agitate against the incumbent if necessary to force them out of the post.
- . The school governing body then recommends the teacher who paid for that job to the selection panel.
- . The selection panel, which contains paid-off officials from the department, then ratifies the governing body's recommendation;
- . The teacher gets the job. **(Paddy Harper, Sipho Masondo." how SADTU sells its posts". *City Press* 27 April 2014.)**

South African Democratic Teachers Union (SADTU) has called on anyone with evidence that its members are involved in reported cash-for-jobs scandal to come forward calling the practice "sickening".

The *City Press* has revealed that SADTU officials are said to be selling positions for a minimum of R30 000 to teachers in KwaZulu-Natal, the North West and in Limpopo.

SADTU's general secretary Mugwena Maluleke says if any member is found to be involved, the union will take strong action.

"We can't allow any officials in our union to be involved in crime because it's sickening to make a teacher or member of the public to pay for a post, what kind of people are we in this country to allow such things?"

Furthermore, SADTU says anyone who sells jobs for cash is acting as an individual and must not bring the union into disrepute by using its name.

Maluleke added: "We must make sure we root out corruption in the Department of Education and SADTU is leading in that area." **(Mia Lindeque."SADTU slam cash-for-jobs claims". *Eye Witness News* 28 April 2014)**

SADTU teachers confirmed a report that the union's officials were selling senior education posts.(SABC)

Calls are mounting for the Basic Education Department to hold an independent investigation into the alleged South African Democratic Teachers Union (SADTU) cash-for-posts scandal. This comes after past and current members of the teacher union confirmed a report that SADTU officials were selling senior education positions to teachers in KwaZulu-Natal, North West and Limpopo.

The minimum fee is said to be R30 000. The department has promised strong action against the culprits, but apparently intends to hold an internal investigation. **(Lucas Mothibedi . "SABC NEWS". Teacher union wants probe into SADTU cash for post scandal 29 April 2014)**

Meanwhile, the Limpopo education department said it has launched a preliminary investigation into allegations that principal, and circuit and district manager positions were being sold.

Department spokesperson Pitsi Maloba said: "We have heard those allegations and there is an informal investigation. What comes out of there will inform us if we should probe further."

Maloba said the SADTU chairman in the province, Ronald Moroatshehla, forwarded a list of six names to education MEC Dikeledi Magadzi demanding they be appointed to senior positions in circuit and district offices.

City Press is in possession of the list, which includes one of Moroatshehla's relatives. But it is not known whether any money changed hands for those jobs. **(Paddy Harper, Siphso Masondo." how SADTU sells its posts". City Press 27 April 2014.)**

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In North West, the education department appointed Nexus forensic services two years ago to investigate allegations SADTU had irregularly influenced the appointment of officials to senior positions in the department's Bojanala district.

Provincial education spokesperson Brian Setswambung said the report found "SADTU had influenced the appointment of senior officials".

The department, he said, is now conducting disciplinary hearings against its officials who were involved in what Setswambung labelled a "jobs scam".

He could not provide any further details.

The acting director-general of the national basic education department, Panyaza Lesufi, said he was unaware of any racket.

"Anyone with evidence that jobs are being sold, or that SADTU was influencing recruitment processes, should approach the department," he said, adding: "It is illegal and undesirable. We won't tolerate it."

But Lesufi said the department was proposing it should exclusively handle the recruitment of principals and their deputies instead of school governing bodies.

"What currently happens is that the governing bodies choose the principal and the deputy and then recommend to the department. We are saying the whole process should be done by the department. It will go a long way towards preventing such things."

Fraudulent behavior

How the scam works

Why it matters

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- The SADTU official then meets with members of the school governing body and department officials to rig the process.
- If the post is filled, the school governing body is used to agitate against the incumbent if necessary to force them out of the post.
- .The school governing body then recommends the teacher who paid for that job to the selection panel.
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MAY 2014

Moshesh High School

The Minister has also noted with concern the on-going challenges facing learners and the community around Moshesh High School in the Eastern Cape.

The Minister has since instructed the MEC to immediately resolve the issues plaguing the school, and directed the acting Director General Panyaza Lesufi to follow up on the matter.

According to media reports, the school in 2012 was challenged with teachers coming to school drunk and an absent principal, among others. **(“Dept to probe principal posts for sale”. *SAnews.gov.za* 02 May 2014)**

This appears to be the case in at least one Eastern Cape school.

Documents in City Press’ possession show that a principal and SADTU founder member was appointed in 2006 ahead of 95 better-qualified applicants. He had no certificates to prove his qualifications and, nine years later, has still not given any to the department.

Teachers at his school were told he would be appointed principal 14 months before the post was advertised. The principal is now believed to be eyeing the Uitenhage district director’s post when the incumbent retires next year. **(Paddy Harper, Sipho Masondo “MORE JOBS FOR SALE IN SADTU RACKET”. *City Press* 04 MAY 2014)**

The City Press investigation was sparked by the arrest last month of former SADTU provincial secretary Mfundu Sibiya and a group of SADTU principals for the murder of whistle-blower and KwaZulu-Natal south coast school principal, Nkosinathi Zondi.

However, this racket is only the tip of SADTU’s alleged racket.

After our exposé, City Press received a flood of tipoffs from teachers across the country – in provinces including Gauteng, Mpumalanga and Free State – revealing that the scam was far more widespread than the racketeering we reported taking place in KwaZulu-Natal, North West and Limpopo.

Concerned teachers, officials and school governing body members painted a chilling picture of how teachers were appointed based on what they could pay, not their ability to teach.

City Press can reveal that:

>> To make back the money they paid for their posts, some KwaZulu-Natal principals are selling entry-level teaching jobs at their schools for R6 500 to R7 000 and upwards;

>> Lateral transfers within and between provinces are being sold for upwards of R10 000.

The more popular the school, particularly in the big cities, the more expensive the transfer;

>> Deputy principal and head of department posts at schools are being sold for R15 000 and R10 000 respectively; and

>> Teachers are opting for early retirement so that they can use their pensions to settle their debts. By law, they cannot be re-employed for at least a year.

However, they return illegally after three months in return for bribes to SADTU officials of between R30 000 and R50 000. **(Paddy Harper, Siphso Masondo“MORE JOBS FOR SALE IN SADTU RACKET”. *City Press* 4 MAY 2014)**

An investigation commissioned by Motshekga’s office and headed by Professor John Volmink has found that not only is education in KwaZulu-Natal being run by rogue union members, but SADTU members have been found to have violated the system in the provincial education departments of Gauteng, North West, the Eastern Cape, Mpumalanga and Limpopo.

What investigators found

Other allegations Volmink’s team of 10 investigators uncovered around the country include: A SADTU official in Limpopo’s Mopani district committed suicide after failing to secure two principal posts for teachers who had paid him R25 000 each. He killed himself after they demanded their money back. **(Siphso Masondo “SADTU SELLING PRINCIPALS’ POSTS IN EXCHANGE FOR COWS, SHEEP AND GOATS” *City Press* 17 May 2015)**

Motshekga was also concerned about problems at Moshesh Senior Secondary School in the Eastern Cape. According to advocacy group Equal Education, there have been persistent problems at the school due to teacher shortages and absenteeism.

This was despite a November 2013 Bisho High Court order prescribing proper curriculum planning and provision of teachers, which Equal Education said the district and provincial departments had failed to honour. Motshekga said it was unacceptable that pupils at the school still faced such problems, and an urgent solution needed to be found.

“The Minister has since instructed the MEC to immediately resolve the issues plaguing the school, and directed the acting director general Mr Panyaza Lesufi to follow up on the matter,” Mhlenga said.

(MOTSHEKGA TO PROBE 'POSTS FOR SALE' .MAIL & GUARDIAN 5 MAY 2014)

City Press reports that crooked SADTU officials are selling not only school principal posts, as it reported last Sunday, but are manipulating the education system across provinces to control teachers’ appointments, retirement packages and transfers in return for bribes of as little as R6,500. Last Sunday the newspaper exposed corruption practiced by senior SADTU (SA Democratic Teachers’ Union) members in KwaZulu-Natal (KZN), Limpopo and North West, whereby school principals were placed in posts in return for bribes of R30, 000 upwards per post. *City Press* now reports that it has received a flood of tipoffs from teachers across the country, including Gauteng, Mpumalanga and Free State, revealing that the scam is much widespread Also, senior education department and SADTU sources in

KZN have revealed entry level posts being sold for upwards of R6, 500 by principals to make back money they paid for their own posts and deputy principal and head of department posts being 'sold' for R15, 000 and R10, 000 respectively. Other scams relate to lateral transfers within and between provinces for upwards of R10,000 and teachers opting for early retirement to settle their debts, but getting their jobs back in return for payments starting at R30,000, even though they are not allowed to be re-employed for at least a year. An (unnamed) KZN education official commented: "This is killing the education system" and "There is manipulation at every level of appointment." (**"SADTU 'selling' of school principal jobs widespread; scam includes other posts, transfers and early retirement manipulation". SA LABOUR NEWS 4 May 2014**)

Thulani Majola, deputy principal at Motheo Primary School, claimed union officials expelled him in 2010 from the Ennerdale branch for blowing the whistle at SADTU's provincial meeting.

Dr Nhlanhla Sebele said he was told in 2012 to "put something on the table" when applying for the post of principal at Matshediso Secondary School in Meadowlands, Soweto. Sebele said a union official told him R5 000 was too little.

"I complained to the Gauteng Department of Education but they just referred me to the Labour Relations Council," said Sebele.

A teacher at Raymond Mhlaba Secondary School, Thiru Naidu, said an official threatened her last year after she applied for the post of principal at Tshepiso Primary School, west of Joburg. "He told me I was an Indian applying for a post in township school and I must wait and see what would happen," said Naidu (**"More SADTU officials named for selling jobs!". DAILY SUN 13 MAY 2014**)

Mokiti, the 53-year-old principal of Margaret Gwele Primary School in Dobsonville, Soweto, has been at the centre of several emails and calls that City Press has received from teachers in Soweto. They follow our investigation into a jobs-for-cash racket that is being run by SADTU members. The stories were first published a month ago.

When Mokiti was approached for a comment on Friday, he initially invited City Press to a one-on-one interview in his school office.

But, a short while later, he called to cancel the interview and threatened to assault the reporter.

"If you ever publish my name, I will beat you up very badly and cause too much trouble for you," he said. When he was contacted again, he refused to comment and said: "I am consulting my lawyers."

Job for sex

From her home in western Joburg, the female teacher– who spoke on condition of anonymity for fear of victimisation–told of her application for a principal's position at a primary school southwest of the city.

The woman, who was also a SADTU member but has since resigned, applied for the job in June last year.

“Within an hour he [Mokiti] called to tell me that he knew I had submitted my application. He reprimanded me and asked why I had not informed him first that I would be applying for the position,” she said.

The teacher, who is very active in the community, was endorsed for the job by ANC and SA National Civic Organisation (Sanco) local branches.

“But he said that would count for nothing because if he doesn’t want me to get the job, I won’t,” she said.

A few days later, she claims, he called her again and told her that she would only be appointed if she had sex with him.

“He told me that I would never get the job if, you know?...?I will not do that for a position,” she said.

“I told him: ‘No, I am a woman of integrity. I am married and I have a husband and children. What will they think of me?’

“I was not short-listed.” The teacher, who has 20 years’ experience, said the job was given to a junior teacher.

City Press has spoken to two senior teachers in the area, one of whom is a principal at a nearby primary school. They confirmed that Mokiti had asked for sex from the woman in exchange for the job. The teachers asked not to be named because speaking out against senior SADTU leaders was “suicidal”.

On Friday, the woman told her story to lawyers from the office of Basic Education Minister Angie Motshekga. “I told them everything,” she said.

Not the only one

The woman is not the only one to have had an encounter with Mokiti when applying for a promotion.

Another teacher, who also asked not to be named for fear of reprisals, told City Press he paid Mokiti a R750 “deposit” to help him secure a deputy principal’s position.

“The SGB [school governing body] recommended me, but Mokiti said he would help me get the job. I met him at the Southgate Mall and gave him the R750. He had demanded R3 000 for the position.”

But the teacher said he later learnt Mokiti had earmarked someone else for the job.

Mokiti not alone

Mokiti is not the only one from SADTU’s Soweto North branch who is facing allegations in the jobs-for-cash scam.

Free State University education lecturer Dr Nhlanhla Sebele said that two years ago, a senior member of the branch tried to solicit a bribe from him in exchange for a principal’s job in Soweto.

"I approached him as a friend and asked him how to go about applying because I had applied for a principal's position more than seven times and never had a response," Sebele said. "He said I should choose a school and bring an application to him. I did that and on the day I submitted it, he said he needed money.

"I asked him if I could give him R5 000. He said it was too little as the money had to be shared by many other people."

Sebele, who has a doctorate in school leadership and management from Wits, said he left with his application and his friendship with the branch member became "frosty".

"Here I was with a doctorate in education and I was asked to pay for a principal's position," he said.

The branch member, a principal of a school in Braamfischerville, Soweto, refused to comment.

(Paddy Harper, Sipho Masondo "SADTU man demands sex for job". *City Press* 18 May 2014)

However, they return illegally after three months in return for bribes to SADTU officials of between R30 000 and R50 000.

Their vacant posts are filled by temporary teachers so they can then return to their jobs or be placed at another school. The practice is so common that it has a name in KwaZulu-Natal – Is'dudla (The fat one).

A KwaZulu-Natal education official, who asked not to be named, said: "This is killing the education system.

"People who have applied for transfers from rural to urban schools 10 years ago are still waiting, but those who are paying SADTU members who work for the department's human resources are getting placed in months.

"There is manipulation at every level of appointment.

"Regulations state that when teachers retire, they cannot come back for 12 months. In KwaZulu-Natal if you agree to pay the R30 000 to R50 000 required, the post is filled by a temporary teacher who is removed and replaced by you after three months.

"This is so common that it even has a code name – Is'dudla," said the official.

A principal forced out of his post in favour of a paying SADTU member said he believed the racket was at least partly responsible for the country's education crisis.

"You have people who are not qualified being placed in key posts they have paid for while those with the experience, skills and qualifications are not getting jobs.

"How can a person who doesn't qualify to run a school be given these kind of powers? Obviously, they are going to fail and it is the kids in the schools who will suffer," he said.

(Paddy Harper, Sipho Masondo "MORE JOBS FOR SALE IN SADTU RACKET". *City Press* 4 MAY 2014)

Kaise Ngcobo, acting principal of Waterloo Primary in Verulam, Durban, was kidnapped at the school gates by three men on Friday morning and warned not to return to her post, the school's governing body said in a statement.

"Within three weeks and two days after the election [for head of the school], the acting principal was abducted and threatened not to return to her post as acting principal of the school," the governing body said. (**"Principal Kidnapped and Threatened". *The Citizen* 11 May 2014**)

In a separate case, Bajabulile Mtshali, an acting principal at the WCCM Primary School in Ogies, Mpumalanga told the newspaper she was kidnapped last year, the night before she was to attend an interview for the principal position at her school.

Mtshali said the kidnapper tied her up with her jersey, drugged her, and left her in a forest.

"He told me that he had been paid to kill me so that I didn't get to become the principal... He said SADTU officials had paid him R10,000.

"I didn't have the money, so he demanded my bank card, pin number and my phone," she told the newspaper.

Police spokesman Brigadier Selvy Mohlala confirmed an arrest was made and a case opened.

"The docket was misplaced at some point, but it was reinstated at the Witbank Regional Court."(**"Principal Kidnapped and Threatened". *The Citizen* 11 May 2014**)

JUNE 2014

Questionable appointments

» Eastern Cape: A founder-member of SADTU was appointed principal of a Port Elizabeth primary school. He was not appropriately qualified for the position but still beat 98 other properly qualified candidates for the job. (**Paddy Harper, Siphso Masondo "BEHIND THE CITY PRESS SADTU JOBS-FOR-CASH INVESTIGATION". *City Press* 5 June 2014**)

Two kidnapped principals

» Mpumalanga: An acting principal in Ogies, Mpumalanga, was tied up, drugged and left for dead in a forest to stop her from attending an interview for the principal's job at her school late last year.

Bajabulile Mtshali, acting principal at the WCCM Primary School, said: "He [her kidnapper] told me that he had been paid to kill me so that I didn't get to become the principal. He said he had been looking for me for a few days. He said SA Democratic Teachers' Union [SADTU] officials had paid him R10 000, but he didn't tell me any names. He said if I give him R5 000, he wouldn't kill me. I didn't have the money, so he demanded my bank card, PIN number and my phone," she said. (**Paddy Harper, Siphso Masondo "BEHIND THE CITY PRESS SADTU JOBS-FOR-CASH INVESTIGATION". *City Press* 5 June 2014**)

» Mpumalanga: After SADTU protested against Bushbuckridge regional education director Shamba Mtembu, he was removed from his post by the KZN education MEC and HOD. In the six months after his removal, there were a number of dodgy appointments of underqualified individuals. These included:

- » A school HOD who was parachuted into the position of chief education specialist by jumping three post levels;
- » A junior teacher who became a deputy director of labour in the department;
- » Another HOD who was parachuted into the post of deputy curriculum education specialist, skipping five levels;
- » Four junior teachers, who were appointed as principals in the Bushbuckridge area; and
- » Another teacher, who allegedly failed an assessment and was appointed director of labour in place of a candidate who had done well in the assessment and during interviews.

(Paddy Harper, Siphon Masondo “BEHIND THE CITY PRESS SADTU JOBS-FOR-CASH INVESTIGATION”. *City Press* 5 June 2014)

Bribe asked

» Gauteng: Free State University education lecturer Nhlanhla Sebele told City Press that two years ago, a senior member of the Soweto North branch of SADTU tried to solicit a bribe from him in exchange for a principal’s job in the township. The man said he needed money when Sebele gave him his application form. “I asked him if I could give him R5 000. He said it was too little as the money had to be shared by many other people.” Sebele said: “Here I was with a doctorate in education and I was asked to pay for a principal’s position.”

Job for sex

» Gauteng: Peace Mokiti, the SADTU Soweto North secretary, allegedly asked for sex from a Gauteng teacher in exchange for a principal’s post. Another teacher is also accusing him of demanding a “deposit” bribe to help him land the job of deputy principal at a primary school, which he did not get.

Mokiti also threatened to assault City Press reporter Siphon Masondo, saying: “If you ever publish my name, I will beat you up very badly and cause too much trouble for you.” When he was contacted again, he refused to comment and said: “I am consulting my lawyers.” Mokiti is suing City Press for defamation for the amount of R1.5 million. We are defending the action and stand by our story.

(Paddy Harper, Siphon Masondo “BEHIND THE CITY PRESS SADTU JOBS-FOR-CASH INVESTIGATION”. *City Press* 5 June 2014)

» KwaZulu-Natal: Kaise Ngcobo, acting principal of Waterloo Primary in Verulam, arrived for work on Friday morning two weeks ago and was kidnapped at the school gates by three armed men in a white BMW.

She got the job of principal at her school last year, but SADTU opposed her appointment and the hiring process was reopened. She was left on a roadside in nearby Phoenix and her kidnappers told her she would be killed if she came back to work.

She still hasn't returned because she is traumatised by what had happened. Her governing body thinks she is the right candidate for the job and is very worried about the safety of staff and pupils at the school.

One dead principal

» KwaZulu-Natal: Nyon'enhlophe Primary School principal Nkosinathi Zondi (46) was murdered last May allegedly for blowing the whistle on corruption in which SADTU members were involved, including the cash-for-jobs racket.

In court for his murder are Mfundu Sibiya, a member of the SADTU PEC and the KwaZulu-Natal education department's Ugu (lower South Coast) district director.

Sibiya is charged with murder with two school principals who are also SADTU members, a former principal and ANC ward councillor, and two hitmen.

(Paddy Harper, Sipho Masondo "BEHIND THE CITY PRESS SADTU JOBS-FOR-CASH INVESTIGATION". *City Press* 5 June 2014)

Mathonsi made the comments after The KwaZulu-Natal leadership of SADTU has slammed the exposé by City Press of an alleged union jobs-for-cash racket, saying the reports were based on "lies" and were racially motivated.

The union's provincial secretary, Mbuyiseni Mathonsi, told a press briefing today that SADTU was considering a mass action campaign or boycotting the newspaper over the stories which, he said, were "a figment of its own imagination".

a special SADTU provincial executive committee meeting to address the allegations and to discuss the union's campaign to force the provincial education department to pay Grade R educators who had not received salaries since last year.

"It is our view that City Press is seriously misled or is deliberately used to carry forward a particular political agenda against SADTU in particular and SADTU generally. The City Press, in its desperation for sale (sic), like all profit-dependent imperialist projects, has taken to portraying our organisation as dirty, the department of education as lackeys or tail-wagged by SADTU and the entire black education system as corrupt and therefore unreliable," Mathonsi said. **(Paddy Harper, Sipho Masondo "City Press jobs-for-cash exposé 'racist lies' – SADTU". *City Press* 4 June 2014)**

Two SADTU leaders allegedly bribed a matric pupil and a local ANC Youth League leader with cheap vodka, food and "whatever you want" to disrupt one of Durban's best township schools and oust its principal.

City Press is in possession of sworn statements by Mthokozisi Msweli (18), a matric pupil at Vukuzakhe High School and the chairperson of the Umlazi branch of the Congress of SA

Students (COSAS), and Nkosinathi Mbokazi (25), former COSAS leader and branch chairperson of the ANC Youth League in Ward 83.

The two approached City Press because they opposed the removal of a “hard-working principal”. They said they were asked to help oust the principal of Vukuzakhe because SADTU leaders wanted her replaced with another teacher at the school.

Vukuzakhe High School obtained a 94% pass rate last year. The boarding school accommodates pupils from as far as Limpopo and the Eastern Cape. Since principal Domony Fulela arrived in 2009, the matric pass rate has improved from a dismal 44%.

But members of the local SADTU branch want her, and others in the area, ousted as part of a plan dubbed Operation Phuma Singene (move over, it’s our time).

Cast of characters

»Mthokozisi Msweli (18): Chairperson of the Umlazi branch of COSAS. He is also a matric pupil at Vukuzakhe High School

»Nkosinathi Mbokazi (25): Chairperson of the ANC Youth League in Ward 83, Umlazi. He is also a former leader of COSAS in eThekweni

»Ayanda Panda: Secretary of SADTU’s Umlazi branch and the deputy principal at Tholiso Junior Primary

»Nkosi Mhlongo: Deputy chairperson of SADTU’s Umlazi branch and a teacher at Isidingo Primary School

»Domony Fulela: Vukuzakhe High School principal

»Mbuyiseni Mathonsi: SADTU’s KwaZulu-Natal secretary

»Nkosinathi Sishi: KwaZulu-Natal’s provincial education department head

»Muzi Mahlambi: Provincial education spokesperson

(Paddy Harper, Sipho Masondo “Pap and meat to oust school principal”. *City Press* 8 June 2014)

» North West: A principal from Vryburg is begging her bosses for a transfer because she says SADTU members are threatening to kill her if she does not leave. The principal wrote to North West education department superintendent-general Itumeleng Molale saying SADTU wanted to replace her with her deputy principal who is the union’s local branch secretary.

(Paddy Harper, Sipho Masondo “BEHIND THE CITY PRESS SADTU JOBS-FOR-CASH INVESTIGATION”. *City Press* 5 June 2014)

JULY 2014

The South African Democratic Teachers Union (SADTU) in KwaZulu-Natal, which is embroiled in a “jobs for sale” scandal, yesterday called on Basic Education Minister Angie Motshekga to fast-track a judicial commission of inquiry into the matter.

The union says it is making this call so that it can clear its name.

Provincial SADTU secretary Mbuyiseni Mathonsi said in Durban yesterday that the allegations that union members were getting people jobs in schools in return for cash were distracting the union's focus on key issues.

"We want this commission of inquiry to be launched as soon as possible" Mathonsi said.

City Press newspaper has recently published a series of articles alleging that SADTU members were taking bribes to place principals and teachers in posts.

Mathonsi denied these reports, saying they originated from disgruntled individuals whose job applications had been turned down.

"SADTU has been observing the City Press propaganda playing itself out against our organisation.

"It is our view that either City Press has been seriously misled or it is deliberately [carrying] forward a particular political agenda against SADTU in KZN," he said.

"Interestingly, this so-called investigative journalist has never in his entire life investigated the plight in schools of his colour – white schools – [to give] an account of why all white schools are dominated by white principals," he said. (**"SPEED UP JOB FOR SALE INQUIRY, SAYS UNION". *The Citizen* 5 July 2014**)

'Anyone who has planned that they are going to fight SADTU must know we will fight back.' That was the stark warning from SA Democratic Teachers' Union (SADTU) general secretary Mugwena Maluleke – and it came just hours after Basic Education Minister Angie Motshekga named the panel that will investigate allegations of "posts for cash" in the powerful union.

Speaking at the union's KwaZulu-Natal congress on Wednesday, Maluleke said: "Whether you are HOD [head of department] or the general manager, if you are going to declare war on SADTU, know that you will be gone."

Motshekga set up the panel in response to a series of City Press exposés in which teachers and principals claimed that strategically placed SADTU members in provincial education departments were selling posts for R20 000 upwards. (**Paddy Harper And Sipho Masondo "SADTU DECLARES WAR". *City Press* 27 July 2014**)

NOVEMBER 2014

A teacher at Fons Luminis Secondary School in Diepkloof was allegedly denied a promotion last month because she was not an SA Democratic Teachers' Union (SADTU) member.

Documents in City Press' possession reveal that Thandi Ntsoele, a member of the National Professional Teachers' Organisation of SA (Naptosa), scored top marks in her application to become the head of the school's English department.

Ntsoele scored 108 marks while a SADTU member came in third with 97 marks.

A teacher at the school petitioned Gauteng education MEC Panyaza Lesufi to intervene and he sent Esther Ndlebe, a human resources manager in his department, to investigate.

In minutes taken at the school during a meeting convened by Ndlebe, and which City Press has seen, principal Livhuwani Sundani was accused by teachers of saying the candidates' scores should be altered to avoid "chaos".

"Sundani called the panellists and explained to them that if the top three recommended by the panel were to be submitted in that order, there would be chaos at the school and that their lives and those of their families would be in danger," the minutes read.

Those quoted in the minutes went on to claim that Sundani said the results should be altered "because number one [Ntsoele] is not a SADTU member but a Naptosa affiliate".

The minutes reveal Sundani refused to submit the original scores. .”(Paddy Harper, Siphos Masondo“ SADTU STILL GIVING JOBS TO PALS”. *City Press* 2 November 2014)

The Limpopo Department of Education said it was deeply concerned about the reported cash-for-jobs scandal which allegedly involved members of the South African Democratic Teacher's Union (SADTU).

A weekend newspaper (City Press) reported that SADTU officials were selling senior education positions to teachers in KwaZulu-Natal, North West and Limpopo for a minimum of R30 000. The report says that alleged promotions for cash racket has led to scores of illegal appointments across the country.

Speaking to Steelburger/Lydenburg News the teacher's union secretary in Limpopo, Mr Matome Raphasha denied any involvement in the scandal. He called on anyone with evidence that its members were involved in the scandal to come forward.

"We never issued any list or sold jobs, there is no proof, these are just allegations," he said.

Mr Pitsi Maloba, spokesman for the department of education in Limpopo, confirmed to the paper that his department received a list with names supplied by the chairman of SADTU (Mr Ronald Moroatshehla) for positions including that of principals, circuit and district managers.

"We don't have any proof about the allegations that the union is selling jobs but what I can tell you is that we received a list of people who SADTU wants us to hire for top posts; among them are relatives of chairman of SADTU, Moroatshehla. We are still investigating the matter and strong action will be taken against the culprits," he said.

Maloba added the department ran its processes free and fair. It is not the first time the union had been accused of selling top positions, in 2006 a few of SADTU's members were apprehended for selling jobs.

According to City Press, the fraudulent scams work as follows

- A teacher who wants a promotion identifies the position he/she wants
- Typically, this is a job that they know the incumbent will soon be leaving, either because they are retiring or because they are resigning from the department.
- That teacher then approaches a local SADTU official who they know to be involved in selling positions for cash, and hands over a minimum of R30 000.

- The SADTU official then meets with members of the school governing body and department officials to rig the process.
- If the post is filled, the school governing body is used to agitate the incumbent if necessary to force him/her out of the post.
- The school governing body then recommends the teacher who paid for that job to the selection panel.
- The selection panel, which comprises paid-off officials from the department, then ratifies the governing body's recommendation
- The teacher gets the job. **(Gilbert Motseo "Allegations of bribes for jobs" *Steelburger/Lydenburg News* 6 MAY 2014)**

The school governing body at Sefahone Primary in Bolobedu, Limpopo, recommended the appointment of Hlupheka Malema as its principal in 2011. The education department's district office supported this and sent documents on to head office in Polokwane for approval.

Officials there prepared a memo confirming the appointment – but when the documents returned, Malema's name had been scratched out and replaced with a junior teacher's from Sefahone.

A source with knowledge of the case said a senior manager at the department in Polokwane allegedly scratched out Malema's name after lower-ranking officials refused to type a memorandum containing the junior teacher's name.

"He was pressured by SADTU bosses to make sure [the junior teacher] got the position," the source said.

Malema is not a SADTU member; the junior teacher is. Malema said he was consulting lawyers and considering taking the department to court.

"I sent the matter to arbitration and the department was willing to fix the mistake. But the person representing the department at the arbitration was changed, and the new one failed to implement decisions taken. I'm now left with no choice but to consider going to court."**(Paddy Harper, Sipho Masondo " SADTU STILL GIVING JOBS TO PALS". *City Press* 2 November 2014)**

Johannesburg - A task team has begun investigating the alleged selling of teacher posts, the basic education department said on Sunday. "The team has started to do its work and several interviews have been held with unions,"

Department spokesperson Elijah Mhlanga said in a statement.

"The chairperson will soon announce how the process of submitting information will be done."

Basic Education Minister [Angie Motshekga](#) set up the team after a number of news reports alleging that officials, including from trade unions, were selling jobs.

The team's terms of reference were finalised in June. "All the teacher unions and SGBs have committed themselves to co-operating with the investigation," Mhlanga said on Sunday.

He said the team would investigate if there were gaps in the policy governing procedures for teacher appointments. The duration of the investigation would be decided upon once the extent of the problem had been determined. A report would then be submitted to the Minister.

The task team is headed by Prof John Volmink and includes a representative from the justice and public service and administration departments, a legal expert, human resource specialists, and an auditing firm.

Previously, the department said if wrongdoing was uncovered, it would be reported to the police. Earlier this year, reports emerged that SA Democratic Teachers' Union (SADTU) members were selling principal and deputy principal positions at schools for upwards of R30 000 each.

According to a [City Press report](#) a Johannesburg teacher claimed a union secretary had asked her for sex in exchange for ensuring she would be given a school principal post.

It reported that two school principals, one from Durban and the other from Mpumalanga, were kidnapped and told they would be killed if they returned to their jobs.

The principals told City Press at the time they had been informed their positions had been earmarked for SADTU-controlled appointments.

SADTU has consistently denied involvement in the matter. The union's general secretary Mugwena Maluleke previously said the scams were being run by individuals misusing SADTU's name. In May, the National Congress of School Governing Bodies said it believed numerous unions could be. <http://www.news24.com/SouthAfrica/Politics/Probe-into-teacher-jobs-for-money-scam-20141102>

MAY 2015

An investigation commissioned by Motshekga's office and headed by Professor John Volmink has found that not only is education in KwaZulu-Natal being run by rogue union members, but SADTU members have been found to have violated the system in the provincial education departments of Gauteng, North West, the Eastern Cape, Mpumalanga and Limpopo.

What investigators found

Other allegations Volmink's team of 10 investigators uncovered around the country include:
. Evidence that a number of senior SADTU members in the Eastern Cape have received cows, sheep and goats as payment for several principals' positions throughout the province;
(Sipho Masondo "SADTU SELLING PRINCIPALS' POSTS IN EXCHANGE FOR COWS, SHEEP AND GOATS". *City Press* 17 May 2015)

"An investigation into SADTU's jobs-for-cash scandal has revealed the extent to which the union puts the interest of its members above the needs of our children," the Democratic Alliance's shadow basic education Minister, Annette Lovemore, said.

This was echoed by the Congress of the People's (Cope) Dennis Bloem, who said: "Government must lead from the front, not follow cravenly from behind.

"The people of our country vote for a government. They do not vote for a teacher union. The authority of the state is for the state to exercise. Its failure to do so has brought education to a sorry pass."

Among the findings of the report — instituted by Minister of basic education Angie Motshekga and headed by Professor John Volmink — are, according to a report in Sunday's City Press:

- Union officials in KwaZulu-Natal insisted that the department reduce the educational requirements for the posts of educational specialists from degrees to diplomas;
- A candidate for a principal post in Gauteng was contacted by SADTU officials who tried to extort R25000 in return for the post; and
- SADTU essentially runs the KwaZulu-Natal department of education, dictating who gets what jobs. **("PARTIES WANT ACTION ON SADTU'S JOBS-FOR-CASH SCHEME". *TIMES LIVE* 18 MAY 2015)**

Trouble brews over big jobs

Motshekga's team's visit comes as trouble brews over 37 chief education specialist posts.

Three senior officials close to the matter told City Press several provincial SADTU leaders had publicly stated in meetings they had already allocated the positions to some of their members.

A senior official, who did not want to be named, said: "SADTU wants the positions, saying they met with head of department Nkosinathi Sishi and persuaded him to advertise the positions.

"They said they would decide who was appointed. They have a list across the province."

Three senior officials told City Press that when the positions were advertised in August last year, the prerequisite for candidates was a university degree.

But because most of SADTU's favoured candidates did not have degrees, the advertisement was withdrawn and the requirements were amended to a diploma.

The posts were re-advertised in March. Caluza denied the union had objected to district directors chairing interviewing panels of the 37 chief education specialist positions.

“We have not objected to directors chairing interviewing panels. We don’t decide who chairs panels, we only observe. Our role is to observe.”

KwaZulu-Natal education department spokesperson Muzi Mahlambi said the department was concerned about the disruption of classes at Ilembe and Ugu.

“We are engaging the leadership of SADTU. We have already held three meetings with them. The engagements are so that the right of the child to learn can be protected. We have issued a circular that empowers principals to deal with teachers who are not at school.”

He said the province was confident that things would improve this week. **(Siphso Masondo “SADTU SELLING PRINCIPALS’ POSTS IN EXCHANGE FOR COWS, SHEEP AND GOATS”. *City Press* 17 May 2015)**

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(“PARTIES WANT ACTION ON SADTU’S JOBS-FOR-CASH SCHEME”. *TIMES LIVE* 18 MAY 2015)

The South African Democratic Teachers Union in KwaZulu-Natal wants to call a boycott of City Press over the newspaper’s allegations of jobs for cash, sex and cows scam involving the union in several provinces.

SADTU provincial secretary Nomarashiya Caluza today said the union was considering calling “a boycott of all progressive forces to boycott the paper” over the most recent allegations, which included claims that the union had influenced appointments to promotion posts for cash and even livestock. **(Paddy Harper “Cows for jobs scandal: SADTU wants City Press boycott after exposé”. *CITY PRESS* 19 May 2015)**

Education is held hostage by the SADTU Mafia

2015 05 24 Sipho Masondo, City Press

I have diverted many projectiles aimed at Basic Education Minister Angie Motshekga at numerous dinner conversations and gatherings. I have leapt to her defence and shielded her from enraged citizens who accuse her and her department of fiddling while Rome burns. It is not an easy task.

How do you come to her defence when people point out that: South Africa's maths and science education ranks as the worst in the world, according to research by the World Economic Forum;

Some Grade 6 maths pupils perform better than their teachers, as found by the Centre for Enterprise Development. South African pupils are rated just one place above the lowest-ranked country, Zambia, in the latest Southern and Eastern African Consortium for Monitoring Educational Quality, which measures literacy and numeracy skills of pupils in 15 countries;. Many pupils in Grade 9 are barely able to construct a sentence in English, as revealed by the Annual National Assessments' pupil reading and numeracy skills;

Thousands of pupils are forced to learn in mud schools and under trees because of the lack of infrastructure. In response to these points, I wish to highlight that Motshekga, through the Accelerated Schools Infrastructure Delivery Initiative, has delivered many brand-new and state of the art schools to poor communities. In fact, if this project had started in 1994, there would not be a single mud school in South Africa today.

I raise attention to the fact that Motshekga devised the national assessments to address pupils' poor maths and literacy skills. The jury is still out on whether the costly and tedious programme can adequately diagnose and address the poor levels of literacy and numeracy. I wish to make critics aware that it is Motshekga who came up with the idea of introducing biometric Clocking systems at schools to monitor teacher movements. She also wants to introduce competency tests for matric examiners and declare education an essential service to prevent teachers from striking.

Unfortunately, teacher union SADTU has rejected all these progressive initiatives. The Minister has shown her willingness to tackle these serious problems. But who is in charge of South Africa's education system, Motshekga or SADTU?

If Motshekga is in charge, why has she allowed SADTU to capture and run provincial departments of education through a complex patronage system, where only the union's members or people who are willing to pay get senior posts.

Mugwena Maluleke, general secretary of teachers' union SADTU, has always known the identity of union leaders who tried to force a District Director to give them jobs and tenders. This is despite him denying knowledge of their names during an interview on Metro FM on Monday.

In the interview, Maluleke said he received a letter of complaint from Thembelihle Vilakazi, the director of the Ilembe district in KwaZulu-Natal, in which several “general accusations” had been made about the selling of posts by SADTU members, but no names had been provided.

Maluleke added that he had followed up with her on the letter and had asked her to provide names, but she had failed to do so. But confronted with the letter by City Press, Maluleke changed his story, admitting the names had been there, but Vilakazi had not accused the three SADTU eThekweni North leaders of selling positions. **(Sipho Masondo And Paddy Harper “JOBS AND TENDERS: HOW SADTU BOSS LIED ABOUT NOT KNOWING UNION LEADERS’ NAMES”. CITY PRESS 24 MAY 2015)**

OUR VIEWPOINT: The damage SADTU is doing to education News 24 18 May 2015

FIVE months after it was reported that SA Democratic Teachers’ Union (SADTU) members were actively involved in influencing the appointment of teachers and principals, with allegations of money changing hands in the filling of posts, it appears little or nothing was done by the Education Department.

Only after further revelations of jobs being sold for cows and goats is Minister Angie Motshekga taking action. What was she doing in the past months? Did she think the problem would solve itself in the interim?

Of course the Minister is in a difficult position, which presumably explains the dithering: the ANC is in an alliance with the unions, including SADTU, and has to be seen to be championing the cause of workers. And, of course, SADTU with its 200 000 members forms a powerful voting bloc to be therefore appeased — even at the cost of the quality of education being given to those touted as the future of the country.

Even allowing for the closeness of the relationship necessitated by the alliance, how did these SADTU members work themselves into the position of deciding which teachers get employment? How did they become so involved in what must be the Education Department’s responsibility? Where is the oversight and governance?

SADTU exists to protect the interests of teachers — to ensure they earn a decent salary while working under acceptable conditions — not to determine the appointment of teachers and principals. Like nursing, teaching is a noble calling, which these SADTU members are perverting in favour of people who just want a job and have no interest in the profession other than having a job that pays at the end of each month. And this at the expense of qualified, experienced people who understand what it means to be a teacher.

The vicious circle is completed when SADTU then has to defend the non-deserving appointees from justified accusations of incompetence, with the union simultaneously fighting tooth and nail against all attempts for teachers’ competencies to be tested, and in the process, the disadvantaged child is further disadvantaged.

It is surely time for SADTU to do some soul-searching about the effect of its actions on the future of the child. At the same time, there should be a debate about the damage the union has wrought on education in the country. Surely it must be possible to ensure workers' rights while acting for the betterment of our country?

JULY 2015

An investigation by the SA Council for Educators (SACE) has found no evidence that teaching and administrative positions in the department of basic education were ever bought or sold. But a highly placed source at the council said executives at the SA Democratic Teachers' Union (SADTU) demanded that the investigation be stopped after hearing that names of senior union leaders in branches, regions and provinces were coming up in connection with the alleged jobs-for-cash scam.

(Sipho Masondo "SACE 'told to drop jobs-for-cash investigation". CITY PRESS 12 JULY 2015)

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Union's new provincial secretary, Nomarashiya Caluza, has a team of bodyguards looking after her around the clock

Tensions within the SA Democratic Teachers' Union (SADTU) in KwaZulu-Natal have apparently become so bad that its provincial secretary, Nomarashiya Caluza, has been assigned a three-man team of bodyguards.

Four senior union officials told City Press that so far, Caluza's security bill, which has been paid by the union, has amounted to R249 000.

Her security detail looks after her around the clock in shifts, and consists of a driver and two close protectors. It was assigned to her last year, shortly after she took over the post at a special congress called to replace sitting secretary Mbuyiseni Mathonsi. **(Paddy Harper "SADTU: BODYGUARDS AND THREATS AS TENSIONS RISE". CITY PRESS 12 JULY 2015)**

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(Sipho Masondo "SACE 'told to drop jobs-for-cash investigation". CITY PRESS 12 JULY 2015)

AUGUST 2015

Durban - The professional body for teachers has been blasted by the National Professional Teachers' Organisation of South Africa (Naptosa) for not finding any evidence of the jobs-for-cash allegations which have rocked the basic education sector.

The union's president, Basil Manuel, told teachers at Naptosa's KwaZulu-Natal conference at the weekend that according to the South African Council of Educators (Sace), the sale-of-posts saga was a figment of their imagination.

"According to Sace no evidence can be found that anyone is in a post without deserving it. Sace has discovered that we have a wonderfully honest system free from bribery, corruption or nepotism," Manuel said sarcastically.

"Why have they not asked the Naptosa members of KZN about inappropriate, underqualified and inexperienced promotions? This has brought shame on Sace."

Manuel said he hoped a second investigation of the jobs for cash allegations, by the Ministerial committee appointed by Basic Education Minister Angie Motshekga, would

produce “a more credible” finding. (**“ANGER OVER TEACHERS’ JOBS PROBE”. IOL NEWS 24 AUGUST 2015**)

Pietermaritzburg - Police are trying to piece together the mystery surrounding the murder of a principal who was found hacked to death in her car on the Table Mountain Road on Wednesday afternoon.

It is suspected that Villa Maria Primary School principal Nokuthula Magwanyana was killed by a group who had been trying to intimidate her into resigning. She was found dead by a police detective in her car on the side of the winding road which leads from her school in the Maqongqo area.

The signs and marks show Magwanyana was killed with a panga after she came to a stop on the way to her Hammarsdale home at about 15:00. She was alone in her car.

Motive

Rumours about the motive for her death circulated among community members gathered around the crime scene, with talk surrounding tensions that apparently accompanied her appointment as principal.

When The Witness arrived at the scene, Magwanyana’s body was still in the car, hanging out the driver’s door and prevented from falling out only by her seat belt, which was still secured. (**Amil Umraw , Chelsea Pieterse “ Principal hacked to death”. The Witness 27 AUGUST 2015**)

Kind principal slaughtered following threats

KILLERS struck after Nokuthula Magwanyana got threatening messages to quit as school principal.

Pupils and staff of Villa Maria Primary School near Maqongqo outside Pietermaritzburg were shocked to learn she was hacked to death in her car on Wednesday afternoon.

She was driving to her home in Hammarsdale home when unidentified men ambushed her.

A school source said Magwanyana’s problem began with her appointment in 2012 as principal.

“She was school head of department. It seemed fair to give her the position,” she said. “But others were also eyeing the position.

“I heard a message was spray-painted on her house wall recently, saying she should resign. She reported it to the cops.

“We suspect someone hired hit men to kill her after realising the threats weren’t working.

“She was a hard worker and will be dearly missed.” (**S'mangele Zuma “Hacked by hitmen!”. DAILYSUN 28 AUGUST 2015**)

SEPTEMBER 2015

It appears that post-fixing in the Eastern Cape education department has reached epic proportions, with more than 2 400 staff appointed despite not being qualified for their posts.

And more than 2 800 vacant promotion posts in its various districts and at head office cannot be filled.

DA education spokesperson Edmund van Vuuren, who was conducting oversight visits to schools in Queenstown and other districts last week, said a recent audit of appointments the department had made since 2000 revealed that it was impossible to fill 2 800 vacancies, and 2 400 people had been appointed who were not properly qualified.

The inappropriate appointments were preventing posts from being filled by qualified candidates and had sparked a flurry of appeals from skilled teachers who were bypassed in favour of preselected applicants. **(Paddy Harper “Jobs-for-pals: More than 2400 appointed without being qualified”. CITY PRESS 8 SEPTEMBER 2015)**

Pietermaritzburg - The murders of two KwaZulu-Natal school principals – allegedly over their jobs – has sparked fears that the upcoming interviews for more than 1 000 promotion posts in the province could lead to further violence and manipulation.

Teacher unions now want the process of appointments more closely monitored and have asked police to set up a special unit to investigate the killing of the principals and other teachers in the province.

Last month, Nokuthula Magwanyana, principal of Villa Maria Primary School in Pietermaritzburg, was hacked to death with pangas in her car in an apparent ambush. The 46-year-old had been receiving death threats – which were also spray-painted on her school wall – after a lengthy dispute about her post.

She told police about threatening phone calls she received from anonymous callers, one of whom told her: “If you don’t resign, you die, bitch.” She also reported being threatened by staff at her school.

While police remain tight-lipped about their investigation – three men arrested with her cellphones will appear in the Pietermaritzburg Magistrates’ Court on Tuesday – her family and colleagues are adamant she was killed because of her job.

A week after Magwanyana’s murder, the principal of the Imbilane High School in Ulundi, Bongani Zulu, was shot dead in his home. His cellphone and wallet were found in the same room as his body and nothing appeared to have been taken from his house.

Police are yet to arrest any suspects in connection with the murder, and a police source in Ulundi, who asked not to be named, said several motives were being investigated. However, Allen Thompson, deputy president of the National Teachers’ Union (Natu), said the union believed the murder was related to competition over the coveted principal post at Imbilane

High because of the size of the school – which has 50 teachers. Principal and deputy principal salaries are based on the size of the school they manage.

Thompson, who heads the union to which Magwanyana belonged, said Natu asked provincial police commissioner Lieutenant General Mmamonye Ngobeni to establish a specialised task team for teacher killings.

Thompson said posts were being “sold like stolen cars to buyers” who were “willing to do anything” to secure promotions.

“We want the police to prioritise murder cases pertaining to principals, teachers or any person who holds a high position in the department of education. Principals are not safe; they are threatened every day by people who coerce them to say when they are retiring or planning to leave their positions,” he said. **(PADDY HARPER “PRINCIPAL POST SALES GET DEADLY”. CITY PRESS 13 SEPTEMBER 2015)**